

# Five Disciplines of Leadership Teams Questionnaire

*From Leadership Team Coaching, Peter Hawkins, 2017*

Consider the Leadership Team to which you belong. This Questionnaire is designed to capture your thoughts on how that Leadership Team currently operating, and where it needs to be, against 27 indicators of High Value-Creating Teams.

**You are being asked to score each of the 27 elements on a scale of 1 (low) to 5 (high).**

5 = The team is a role model or exemplar that others could study in this area.

4 = The team does this consistently well.

3 = The team does this well sporadically but is not consistent.

2 = The team rarely does this but recognises its importance.

1 = The team neither does this well nor focuses on it.

**You are asked for two scores;**

1. Current rating for the Team
2. Where the Team needs to be

...Along with some brief commentary on what's required to enable the shift.



Discipline	Indicator	Current Rating (1 Low to 5 High)	Where do we need to be? (1 Low to 5 High)	Shift needed in myself and the Team to achieve future Rating
Stakeholder Expectations	1. Your team has a clear understanding of the expectations of its different stakeholders			
	2. Your team conducts reviews with its stakeholders to agree any changes in expectations			
	3. Your team has a clear purpose based on the expectations of its different stakeholders			
	4. Your team regularly spends time discussing and agreeing the scope of its activities based on the expectations of the stakeholders			
	5. Your team displays genuine commitment to the overall purpose and what it needs to deliver for its stakeholders			

Discipline	Indicator	Current Rating (1 Low to 5 High)	Where do we need to be? (1 Low to 5 High)	Shift needed in myself and the Team to achieve future Rating
<b>Team Tasks</b>	6. Your team members can clearly articulate and own the overall purpose			
	7. Your team has a well-developed strategy			
	8. Your team has clear objectives and collective team Key Performance Indicators			
	9. Your team has put in place the practical systems and processes to deliver its strategy			
	10. Your team operates with clear individual and team roles and responsibilities			
<b>Team Relationships</b>	11. Your team draws on the right mix of people and skills to achieve its goals			
	12. Your team has clear and shared ways of working			
	13. Your team members are actively engaged and committed - leaving meetings feeling more aligned, focused and motivated			
	14. Your team members take on leadership within the team when appropriate			
	15. Your team manages differences constructively to resolve any conflict			
	16. Your team engages the talents and energies of all team members to generate new thinking and innovative ideas			
	17. Your team members hold each other accountable for their commitment to the team objectives			

Discipline	Indicator	Current Rating (1 Low to 5 High)	Where do we need to be? (1 Low to 5 High)	Shift needed in myself and the Team to achieve future Rating
<b>Stakeholder Relationships</b>	18. Your team communicates effectively with its stakeholders to engage and have influence			
	19. Your team displays a real insight into the needs of the organisation and what is becoming important to each stakeholder			
	20. Your team seeks feedback from its different stakeholder groups			
	21. Your team distributes responsibility for their stakeholder relationships amongst its members			
	22. Your team ensures that each team member represents the whole team when engaging with its stakeholders			
<b>Team Learning</b>	23. Your team generates individual and team learning from its successes and failures on a regular basis			
	24. Your team conducts regular reviews to explore what is and isn't working for the team and its stakeholder relationships			
	25. Your team finds creative solutions in adapting quickly to change			
	26. Your team uses regular feedback, challenge and support from within and outside the team to support collective development			
	27. Your team uses the leaving and joining of team members as a learning experience			